



# ***Star of the Sea School***

## ***Bullying and Harassment Policy***

At Star of the Sea School we believe that all human beings are created equally in the image of God. Through Jesus' words to "do unto others as you would have them do unto you" and to "love your neighbour as yourself", we are called to give witness to these Christian values.

At Star of the Sea School we believe that everyone has the right to feel safe and learn to the best of their ability at all times therefore we:

- Behave in safe ways
- Treat each other fairly
- Respect each other and follow instructions
- Respect our environment and property

### **What is Harassment?**

Harassment is repeated, deliberate and unwelcome behaviour.

It is:

- not wanted
- not asked for
- not invited
- not deserved

It is done to try to upset someone. It can be done by an individual or by a group.

### **What is Bullying?**

Bullying is an ongoing and intentional use of words or actions against someone or a group of people to cause distress and risk to their wellbeing.

### **Bullying can be:**

- physical
- verbal
- psychological
- social
- cyber bullying

It is repeated intimidation in which there is an abuse of power. It happens frequently and it is difficult for the victim to defend themselves. It can cause distress not only at the time of bullying, but also by the threat of future bullying. It can be conducted by a person or a group.

### **Bullying may look like.....**

Calls another hurtful names

Hits, punches or kicks

Threatens someone

Teases in a nasty way

Singles out someone for unfair treatment

Picks on others

Interferes with others' property  
Deliberately ignores or avoids a person  
Spreads rumours about others  
Continually excludes someone from their peer group  
Uses electronic media such as mobile phones, Facebook and other social media, or email to interfere with peoples' rights

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**Bullying may sound like .....**

teasing	getting back
name calling	bossing
creating argument	screaming and shouting unkind jokes
swearing	setting others up
spreading rumours	put downs
telling lies	drawing attention to weaknesses
telling tales	refusal to cooperate
threatening	

**When you are harassed/bullied you can try to solve it yourself:**

Talk to someone you trust, they can help you to stop it!

**At times:**

There are some occasions when we should be corrected - when we are doing the wrong thing and when we need to be taught the right way of behaving.

**ACTION**

**Grievance Procedure**

**If you have been bullied/harassed, you need to follow these steps:**

1. Tell the person who is bullying to stop. State clearly that the behaviour is unwelcome and hurtful.
2. Seek help. Talk about it to someone you trust. This may include a friend or teacher.
3. Report it to a teacher or the principal/deputy principal. Feel confident that any incident can be solved.
4. If you experience bullying on the way home from school, tell your parents.

**If you know someone is being bullied**

1. Don't stand by and watch – get help from an adult.
2. Show that you and your friends disapprove of bullying.
3. If you know of bullying tell a teacher, the principal/deputy principal

**KEEPING IT TO YOURSELF ONLY MAKES IT WORSE!**

## **Bullying/Harassment will not be tolerated at Star of the Sea**

All episodes of harassment which are reported to the school will be dealt with.

### **If you are Bullying/Harassing others:**

#### **Step One**

- Discussion with a teacher/Principal/Deputy/Counsellor.

#### **Step Two**

- Withdrawal and counselling, if appropriate.

#### **Step Three**

- Counselling and self-management plan.

#### **Step Four**

- Mediation with “victim”. Mediation is led by the Principal/Deputy Principal. Give support and strategies.

#### **Step Five**

- Referral to social skills program for behaviour change if appropriate.

#### **Step Six**

- Referral to support agencies.

#### **Step Seven**

- Parents notified.

#### **Step Eight**

- Internal suspension.

### **OTHER STUDENTS**

If you are not being harassed, but are aware of others who are, you can decide to do something about it and help to protect others.